

Board of County Commissioners Agenda Request

Date of Meeting: December 9, 2003

Date Submitted: December 4, 2003

To: Honorable Chairman and Members of the Board

From: Parvez Alam, County Administrator
Vincent S. Long, Assistant County Administrator
Alan Rosenzweig, Director, Office of Management and Budget

Subject: Approval of Resolution Setting Emergency Medical Service (EMS) Rates
and Approval of Other EMS Related Issues

Statement of Issue:

Request Board approval of a Resolution setting the Emergency Medical Service (EMS) Rates (Attachment #1) and authorize the hiring of 7 additional paramedic/EMTs. This item also establishes the Medical Director as a County position, rather than a contractual agent, to avoid insurance costs and liability complications.

Background:

Leon County will be providing ambulance services effective January 1, 2004. As part of the system, individuals utilizing the system will be required to pay for the services rendered. In order to begin collection of these revenues, rates need to be established for the services being provided. In addition, certain staffing adjustments need to be considered prior to final implementation.

Analysis:

Rate Setting

The Adopted FY03/04 Leon County Budget includes anticipated revenues from patient billings for emergency medical services. The revenue contemplated in the adopted budget is the amount projected by the Fitch & Associates Consulting Firm. Fitch & Associates utilized the current rates being charged by Tallahassee Memorial Healthcare when developing the County projections. In addition, the County is including a First/Aid Assessment Rate for services rendered where transport is not required. The rates recommended for approval by the Board are as follows:

And Approval of Other EMS Related Issues

December 9, 2003

Page 2

Type of Service	Rate
Stand-by, 2 staff with vehicle, 3 hour minimum	\$100.00/hr
Stand-by, 1 staff no vehicle, 3 hour minimum	\$50.00/hr
First Aid/Assessment	250.00
Basic Life Support Non Emergency Base	363.00
Basic Life Support Emergency Base	604.00
Advanced Life Support-1 Non Emergency Base	483.00
Advanced Life Support-1 Emergency Base	725.00
Advanced Life Support-2 Base	846.00
Specialty Care Transport Base	846.00
Mileage	11.33 per mile

It is anticipated that the cost of service will increase annually (salaries, benefits, medical supplies, etc.). Some of this increased cost may be off-set by an increase in future call volume. However, to mitigate the subsidy required to support the program, it is recommended that the rates increase annually by the Medical Care Consumer Price Index as reported by the US Department of Labor Bureau of Labor Statistics. The average increase in this index has been 4.6% over the past nine years.

The Resolution establishes the initial rates and authorizes future increases based on medical inflation.

Staffing Adjustment

Initially, when developing the staffing patterns for Leon County's EMS system, the night-time plan only called for two ambulances to remain in the City. However, after researching the time and travel requirements for repositioning one of the ambulances from the unincorporated areas of the County into the City, it was determined that it would be more prudent to staff an additional ambulance, using the 12 hour format, 24 hours a day.

After creating an actual, working schedule, the total number of full-time employees required was found to be 58 instead of the original 52 as noted in the EMS budget. The reason for this is that it takes four employees to fill each 12 hour shift and, being that an additional 24 hours was added to the schedule, a total of 8 employees would be necessary to fill these two shifts.

This is not anticipated to have a detrimental effect on the current budget and helps to decrease the number of adversely affected employees because of TMH's decision to discontinue the provision of ambulance services.

Based on the current staffing model, one additional EMS System Controller was required. This position was created utilizing an existing EMT/Paramedic position. This in turn necessitates an additional EMT/Paramedic position be authorized. The EMS System Controller position provides the appropriate staffing contingent for oversight of the system resources. The original budget contemplated three; however, to properly staff the system four are necessary.

And Approval of Other EMS Related Issues

December 9, 2003

Page 3

It is anticipated that these additional positions can be funded through the existing authorized appropriation. This is the result of the actual staff being hired versus the anticipated budget. However, any necessary budget adjustments will be reviewed during the mid-year and brought to the Board for consideration.

Medical Director

On September 23, 2003, the Board approved a contract for Medical Direction Services to the Leon County EMS program and authorized the Chairman to execute (Attachment #2). The contract was to be with Dr. Javier Escobar, the ITN committee's unanimous selection and the current Director of Emergency Medicine at Tallahassee Memorial HealthCare, Inc. The EMS Medical Director contract was to be a two year agreement with compensation front loaded due to heavier first year, start-up workload and time commitment. The first year salary is \$100,000 and there is a reduction in the second year salary to \$50,000.

After further review by the County Attorney and Human Resources / Risk Management staff, it became apparent that certain risk management/insurance deficiencies existed by contracting for these services. These issues can best be resolved by moving from a contract relationship to an employer/employee relationship. These issues have been discussed with Dr. Javier Escobar and all parties agree that the most effective and efficient way to remedy these issues is to create a new Medical Director position.

Beyond participation in the Florida Retirement System, the position will not be eligible for County benefits. The position will be slotted in pay grade 99 and the salary will be established annually through the budget process.

As the Medical Direction Service Agreement has been previously executed, staff also seeks authorization to execute the First Amendment to the Medical Services Agreement, (Attachment #2), which will effectuate a termination of the Agreement effective January 1, 2004.

Equipment Acquisition

On September 16, 2003 the Board approved the County's acquisition of 11 ambulances, one supervisory vehicle and one disaster relief vehicle from TMH for \$178,000 and directed staff to work with TMH officials to negotiate a formal contract for their purchase. Staff has been working over the past few months to finalize a bill of sale for these vehicles and related EMS operating supplies and equipment for an additional, unspecified price. At the time of this agenda item, the final bills of sale, including final acquisition prices, have yet to be determined. However, purchasing these EMS vehicles and equipment will be critical to the transition of EMS from TMH to the County on December 31st.

Due to the limited amount of time before EMS program implementation and the Board's pending winter recess, staff is recommending that the Board authorize the County Administrator to purchase all necessary EMS equipment to effectuate a smooth program transition. This Board direction would include the authority to acquire all necessary and reasonably priced TMH EMS equipment or any additional necessary equipment in advance of the Board's next regularly scheduled meeting on January 13, 2004.

Agenda Request: Approval of Resolution Setting Emergency Medical Services (EMS) Rates
And Approval of Other EMS Related Issues
December 9, 2003
Page 4

Leon County EMS Organization Structure

The organizational structure for the Leon County Emergency Medical Services division is attached for Board approval (Attachment #3). The Leon County EMS Chief will report to the Assistant County Administrator.

Options:

1. Approve the attached Resolution establishing the EMS Rates.
2. Authorize the hiring of 7 additional paramedic/EMTs.
3. Authorize the County Administrator to purchase any necessary equipment for the implementation of Emergency Medical Services system prior to the January 13th 2004 Board meeting.
4. Authorize staff to establish the position of Medical Director and execute the First Amendment to the Medical Director Services Agreement.
5. Approve the proposed Leon County EMS organizational structure.
6. Do not approve the attached Resolution establishing the EMS Rates.
7. Do not authorize the hiring of 7 additional paramedic/EMTs.
8. Do not authorize the County Administrator to purchase any necessary equipment for the implementation of Emergency Medical Services system.
9. Do not authorize staff to establish the position of Medical Director and do not authorize staff to issue (30) day notice of intent to terminate pursuant to Section 802 of the Medical Direction Services Agreement.
10. Board direction.

Recommendation:

Options #1, #2, #3, #4, and #5

Attachments:

1. Resolution Setting the Emergency Medical Services (EMS) Rates
2. September 23, 2003 Medical Director Agenda item
3. Proposed Organizational Structure

PA/VSL/AR/ar

RESOLUTION NO. 2003-__

A RESOLUTION OF THE LEON COUNTY BOARD OF COUNTY COMMISSIONERS ADOPTING EMS RATES TO BE CHARGED RECIPIENTS OF EMS SERVICES

WHEREAS, the Leon County Board of County Commissioners is committed to providing Emergency Medical Services to all the residents of Leon County effective no later than January 1, 2004; and,

WHEREAS, the Board desires to provide the most highly efficient service to all residents; and,

WHEREAS, the Board recognizes that in order to provide this service that users of the system must pay a fee; and,

WHEREAS, the Board engaged a national expert in developing a fiscal plan for implementing the County's system; and,

WHEREAS, the national expert utilized a series of rates in establishing a first year budget for Leon County; and,

WHEREAS, the Board desires that rates should be adjusted annually to address normal inflationary increases

NOW THEREFORE BE IT RESOVLED by the Board of County Commissioners that effective immediately the EMS Rates to be charged by Leon County to recipients of services which are effective through September 30, 2004, are hereby designated below:

Type of Service	Rate
Stand-by, 2 staff with vehicle, 3 hour minimum	\$100.00/hr
Stand-by, 1 staff no vehicle, 3 hour minimum	\$50.00/hr
First Aid/Assessment	\$250.00
Basic Life Support Non Emergency Base	\$363.00
Basic Life Support Emergency Base	\$604.00
Advanced Life Support-1 Non Emergency Base	\$483.00
Advanced Life Support-1 Emergency Base	\$725.00
Advanced Life Support-2 Base	\$846.00
Specialty Care Transport Base	\$846.00
Mileage	\$11.33 per mile

Be it further resolved that effective October 1, 2004 and every subsequent October 1 the rates shall be increased by the Consumer Price Index, US City Average, Medical Care as reported by the United States Department of Labor, Bureau of Labor Statistics or its successor index and that the increased base rates shall be rounded to the nearest one whole dollar and that the mileage increase shall be rounded to the nearest whole cent.

ATTEST:
Bob Inzer, Clerk of the Court
Leon County, Florida

LEON COUNTY, FLORIDA

BY: _____

BY: _____
Jane G. Sauls, Chairman
Board of County Commissioners

APPROVED AS TO FORM:
Leon County Attorney's Office

BY: _____
Herbert W.A. Thiele, Esq.
County Attorney

**FIRST AMENDMENT TO
MEDICAL DIRECTION SERVICE AGREEMENT**

This First Amendment to the Medical Direction Service Agreement is dated November 21, 2003 and is entered into by Javier Escobar, M.D. ("Medical Director") and Leon County ("County"). The parties desire to amend the Medical Direction Service Agreement dated September 15, 2003 (the "Agreement").

In consideration of the mutual agreements, covenants, and representations set forth in this First Amendment, the parties agree as follows:

1. **Background.** Subsequent to the execution of the Agreement, Leon County determined and advised Medical Director about certain problems with the liability and insurance provisions of Article VI (entitled "Insurance and Indemnification") of the Agreement. The parties are working to try to resolve those issues. If those efforts are successful and if the parties reach an agreement, then such agreement will be reflected in the form of an amendment to the Agreement. Both parties agree that, notwithstanding the provisions of Article VIII (entitled "Term and Termination") of the Agreement, neither party will be obligated to perform under the Agreement unless on or before December 31, 2003 both parties have executed a contract amendment with respect to Article VI and other appropriate provisions of the Agreement.

2. **Automatic Termination.** Unless on or before December 31, 2003 the parties have executed a contract amendment with respect to Article VI and other appropriate provisions of the Agreement, then the Agreement shall automatically terminate effective January 1, 2004 and neither party shall have any obligations or liability to the other party.

IN WITNESS WHEREOF, the parties have caused this First Amendment to be executed
on the date written on the first page hereof.

MEDICAL DIRECTOR

LEON COUNTY FLORIDA

By: _____

Javier Escobar, M.D.

By: _____

Jane Sauls
~~Tony Grippo~~, Chairman
Board of County Commissioners

ATTEST:

Bob Inzer, CLERK OF COURT
LEON COUNTY FLORIDA

By: _____

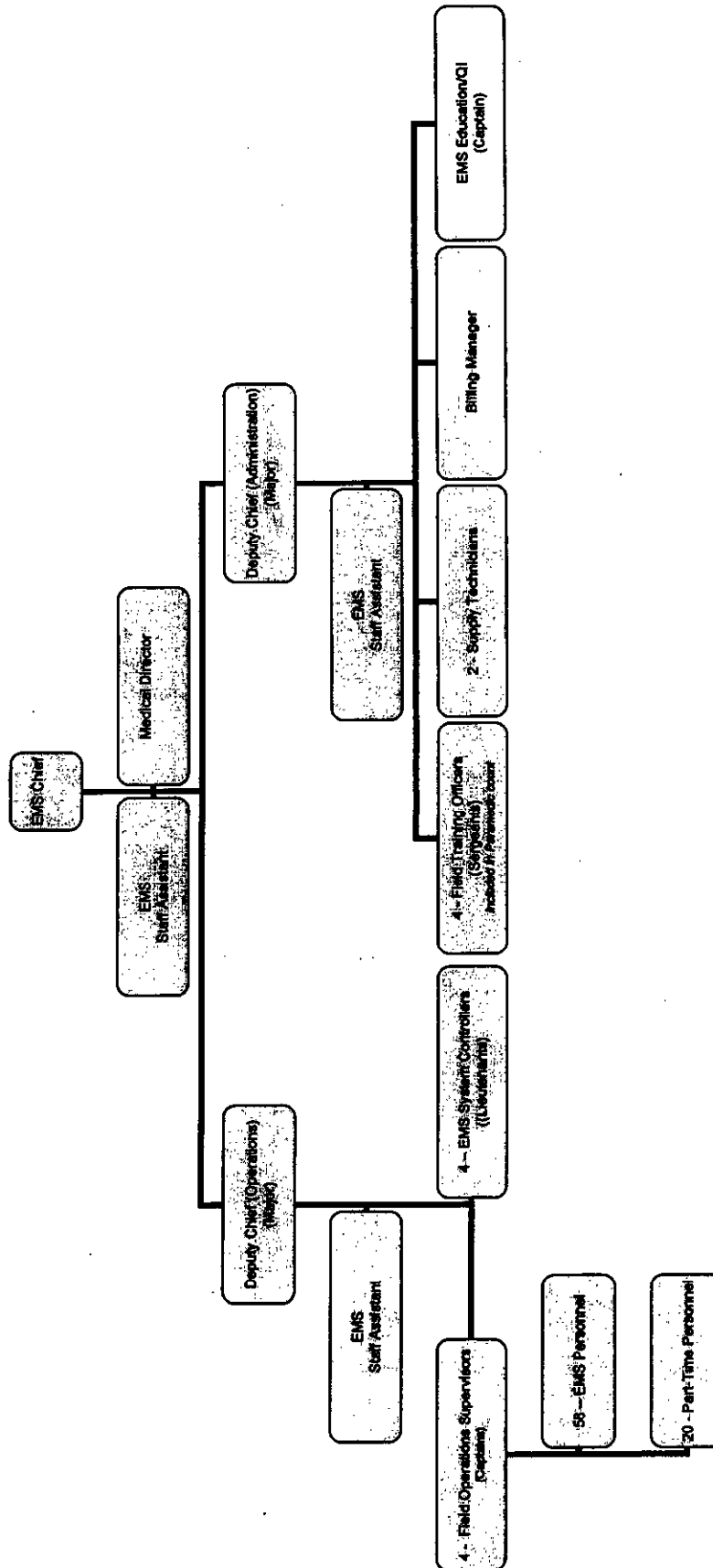
[seal]

APPROVED AS TO FORM

Office of the County Attorney

c:\windows\temp\first.doc

Proposed Organizational Structure



Sheriff's Office
6 - EMS Dispatchers